

Employees of the State

The first employees of the state are the governing council of Arya peers

The second employees of the state are the members of the legislative council

The salaries and privileges of the **council of Arya peers** and the **legislative council** should never be determined by the Arya council or the legislative council.

It should always be determined by the people these representatives are supposed to represent.

They should go back to their people to get any raises in their salary or privileges.

The third employees of the State are the Justice system

The judges who are the interpreters of the law.

This is an independent agency not answerable to the **legislative council**, but answerable to the **council of Arya peers** and to any public referendum called by more than 1000 law abiding people or 1% of the law abiding population that they supervise whichever is lower.

The fourth employees of the State are the Election commission

Those in charge of monitoring elections and administration of the state election fund.

This is an independent agency not answerable to the **legislative council**, but answerable to the **council of Arya peers** and to any public referendum called by more than 1000 law abiding people or 1% of the law abiding population that they supervise whichever is lower.

The fifth employees of the state are the Defenders of the

State

The method of deployment and authority is given in detail in the article Defenders of the State.

The sixth employees of the state are those that work in the True Temples, healthcare and education departments

This is an independent agency answerable to the **legislative council**, and also answerable to the **council of Arya peers** and to any public referendum called by more than 400 law abiding people or 1% of the law abiding population that they serve whichever is lower.

The seventh employees of the state are the auditors of Government agencies and the Central Bank

This is an independent agency not answerable to the **legislative council**, but answerable to the **council of Arya peers** and to any public referendum called by more than 1000 law abiding people or 1% of the law abiding population that they serve whichever is lower.

This agency will also cover private agency malpractices which influence public policy/welfare like media, sports, film, healthcare, education, real estate, public health, infrastructure, environment, human rights and other relevant agencies which affect the public at large.

The eighth employees of the state are those in protection of the environment, water and natural resources

This is an independent agency not answerable to the **legislative council**, but answerable to the **council of Arya peers** and to any public referendum called by more than 1000 law abiding people or 1% of the law abiding population that they serve whichever is lower.

The ninth employees of the state are the Lok Pal, Anti corruption and Vigilance and malpractice agency auditors

These malpractices will also include human rights violations, environmental violations, corruption, abuse of power, criminal

offences and any sort malpractice.

This agency will also cover private agency malpractices which influence public policy/welfare like media, sports, film, healthcare, education, real estate, public health, infrastructure, environment, human rights and other relevant agencies which affect the public at large.

This is an independent agency not answerable to the **legislative council**, but answerable to the **council of Arya peers** and to any public referendum called by more than 1000 law abiding people or 1% of the law abiding population that they serve whichever is lower.

The tenth employees of the state are the planning agencies

Planning agencies include economic, social, zoning, land use, social welfare outside the purview of the True Temples.

This agency is answerable to the **legislative council**, and answerable to the **council of Arya peers** and to any public referendum called by more than 500 law abiding people or 1% of the law abiding population that they serve whichever is lower.

The eleventh employees of the state would be the infrastructure sector

This includes roads, power, telecommunications, water and sanitation, garbage, maintenance and other basic services for urban and rural infrastructure.

This agency is answerable to the **legislative council**, and answerable to the **council of Arya peers** and to any public referendum called by more than 200 law abiding people or 1% of the law abiding population that they serve whichever is lower.

Everything else should be run by outsourced providers based on completely digital e-governance and transparent platforms.

Some of the greatest success stories in Bharat are the outsourcing of the Passport and Indian Railway ticketing processing services to private agencies based on transparent

e-governance platforms.

Similar methods of outsourcing should be followed for the revenue, income tax, excise, customs, motor vehicles and property tax and registration departments.

Let these departments be outsourced for operational tax collection with strict regulation and pay the private operators an incentive linked commission based on the tax revenue they bring in.

If these operators indulge in embezzlement give them the strictest of punishment including hard labour and punishments for Theft and corruption.

The agencies who bid for these outsourced contracts should not be large corporates owned by billionaires.

The only agencies who can bid for these outsourced contracts are local cooperative and community owned firms or employee owned firms with at least 40% share of their equity and dividend income donated to charity.

In no event should the shareholding of any major shareholder in these agencies should be more than 20% of the equity capital or Rs 100,00,00,000 at IPO price, whichever is less.

In no event should any family have more than Rs 200,00,00,000 of equity share capital at IPO price, combined in all tax outsourcing agencies of all departments.

Members of any branches of the employees of the state should be allowed to hold shares in these outsourcing tax collection agencies but this should be disclosed publicly.

These shares should have been bought at least 2 years prior to their appointment as an employee of the state, and they should be allowed to purchase another lot of shares once every 3 years only during their appointment as employee of the state.

Once they are retired, they should not be allowed to buy any more shares, but they can sell their shares.

The outsourcing contractors who collect these revenues can be entitled to a percentage of the revenues that they collect for the state based on a sliding scale of 2% for small volumes upto Rs 100,00,00,000 (Rs 100 crores), 0.75% for volumes upto Rs 1000,00,00,000 (Rs 1000 crores) and 0.25% for volumes above Rs 1000,00,00,000 (Rs 1000 crores) and 0.15% for volumes above Rs 10000,00,00,000 (Rs 10000 crores).

These contractors should be completely transparent in all their dealings and all their dealings should be accessible under RTI.

Complaints against them should be investigated on a fast track basis by the **Lok Pal and other government monitoring agencies.**

These contractors will only form the inspecting and assessing authorities.

However they will not have any power to impose any penalties or fines or grant tax relief.

This power impose any penalties or fines or grant tax relief should rest with the divisional bench who must comprise a minimum of three officers on the bench.

There should never be just a single officer to adjudicate a case for penalty or fines or tax relief.

Prosecution for Malpractice

NOBODY should have legal immunity for any serious crime they commit even while in service.

In fact if they commit this crime while in service, they should be punished even more quickly and strictly.

Serious offences could include corruption, fraud, serious theft, attempted and rape, attempted murder and murder,

serious violent assault and other crimes that I have mentioned.

When it involves prosecution of Defenders of the State, special criteria as mentioned should be used.

Disclosure requirements of Employees of the State

All employees of the state, especially senior employees of class three and above must declare the following:

- Annual audited accounts of all income including electoral contributions for elected representatives detailed by line item for each income generator/contributor wise, especially from commercial organisations (businesses, corporates) and political parties and political persons.
- Annual declarations about any gifts or promotional offers or any other compliments above Rs 5000 that they have received from any person or organisation.
- Annual declarations of any conflicts of interest and any personal, business or social relationships/interests that they may have.
- Employment and asset details of their spouse, children, parents, siblings, in-laws, and other conflict linked close relatives and associates.
- Investment details in the companies and businesses of their their spouse, children, parents, siblings, in-laws and other conflict linked close relatives and associates.
- Trusts they are creators, trustees or beneficiaries of.
- Annual audited accounts, income tax returns and balance sheets of key senior state employee personnel of class two grade and above.
- For class two grade and above, annual declaration of

assets, affidavits with regard to legal and criminal cases pending against them similar to the lines of affidavits currently given by our electoral representatives on ADR website.

These audits should be done by the CAG or State Accountant Generals office and should be done free of cost to the auditee.

The above disclosures should be publicly published in the Internet and available to any person including the ordinary citizen via computer, tablet or mobile.

There should be a special whistleblower cell created which deals with all complaints regarding state employee malpractices especially from employees or insiders connected with the state employee.

PROMOTIONS AND EVALUATION FOR PROMOTIONS AND INCREMENTS.

Not just in the government, but in even private organisations, the promotion of an officer is based only on the an Annual confidential report of their senior officers only.

The true character of a person is known only when you give them wealth and power.

Only the employees junior and subordinate to a person know the true character of that person.

So not just the opinion of the senior officer, but also the opinion of the evaluated officer's juniors and colleagues, including the office boy, teaboy and peon, and the officers customers should also be given weight.

In employees that deal with the public (banks, RT0, PDS, hospitals), the appraisal of at least twenty of the law abiding people they have offered services to, must be taken.

These twenty law abiding customers should be selected by random lottery from the database of their client interaction.

It is preferred that 14 small customers (ordinary common persons), 4 medium customers (of some social, professional or income standing) and 2 large customers (of high social, professional or income standing) are selected for appraisal.

Any report on promotion, should not be a confidential one, but must also have feedback from the officer under consideration for promotion, for each observation made by all their evaluators (seniors, subordinates and customers) who evaluated them for promotion.

These branches will be independent of each other and will organize their own recruitment, promotions and transfers.

Any person who has to be removed from office can be done by impeachment and a public referendum of all law abiding citizens, should be held if minimum of 200 people oppose the junior most officer and multiples thereof for each seniority level.

Each member of the Defenders of the State, except the Army and Para military should get local public approval of at least 75% for their reemployment which should be renewed every 4 years, but they can be removed at anytime by public referendum of all law abiding citizens.

A public referendum should be held if minimum of 200 law abiding people oppose the junior most constable or officer and multiples thereof for each seniority level.

Evaluation weightages for employees that deal with the public

The opinion of the junior subordinates must be equal to at least 35% of the total evaluation for promotion.

The opinion of the peer colleagues must be equal to at least 15% of the total evaluation for promotion.

The opinion of the law abiding customers must be equal to at least 30% of the total evaluation for promotion.

The opinion of the senior appraising officer must be equal to balance 20% of the total evaluation for promotion.

Evaluation weightages for employees that do not deal with the public

The opinion of the junior subordinates must be equal to at least 35% of the total evaluation for promotion.

The opinion of the peer colleagues must be equal to at least 35% of the total evaluation for promotion.

The opinion of the senior appraising officer must be equal to balance 30% of the total evaluation for promotion.

Evaluation weightages for Defenders of the State

The opinion of the junior subordinates must be equal to at least 30% of the total evaluation for promotion.

The opinion of the peer colleagues must be equal to at least 20% of the total evaluation for promotion.

The opinion of the law abiding public must be equal to at least 25% of the total evaluation for promotion.

In separatist areas, the opinion of the Arya Council of peers gains preeminence over the opinion of the separatist public in the ratio of 60:40 – Arya Council of peers: Law abiding public.

The opinion of the senior appraising officer must be equal to balance 25% of the total evaluation for promotion.

NOTE:

The Tathagata can never be a paid employee of the state or the paid employee of any private agency, except businesses they

own or are shareholders in.

The Tathagata can never be a paid employee for an NGO or even a True Temple, except in a voluntary or honorary capacity for which no salary is given.

The Tathagata can also be a teacher on honorarium in any educational institution, private or government.

However reimbursements can be made to the Tathagata for any business, travel and accommodation expenses incurred for rendering services to these institutions.

The Tathagata must follow the disclosure requirements of the employees of the state.

However the Tathagata can own their own business or be a shareholder of a business which they have disclosed in the disclosure requirements of the employees of the state.

The Tathagata must always represent the interests of the governed not the governors.

Hence the emoluments of the Tathagata will always come from the people.

They will decide what is fair and just to be given to the Tathagata.

In any case, whatever emoluments are given to the Tathagata by the people, on no account should the total emoluments given to the Tathagata by the people exceed Rs 2,00,00,000 per year.

This amount is considering a net present value of 2018.

Any further amount exceeding Rs 2,00,00,000 given by the people should be donated to the True Temples chosen by the Tathagata.

This amount of Rs 2,00,00,000 includes any provision for staff, vehicles and allowances to assist in their personal

service.

This excludes any business, staff and travel and accommodation expenses incurred for representing and defending the interests of the governed.

If the Tathagata has their own independent source of income, then this should also be deducted from the Rs 2,00,00,000 amount of public contribution.

Each successor to the Tathagata, upto the 5th lineal descendant generation, must also be given an allowance of Rs 75,00,000 per year.

Any independent income they have should be deducted from this amount.

This amount is considering a net present value of 2018.

If the Tathagata, has their own independent source of income that exceeds their allowance of Rs 2,00,00,000, then all public contributions to the Tathagata must be donated to the the True Temples chosen by the Tathagata.

If the successors to Tathagata, have their own independent source of income that exceed their allowance of Rs 75,00,000, then all public contributions to the successors of Tathagata must be donated to the the True Temples chosen by the successors of the Tathagata.

All allowances to a particular successor to Tathagata must be stopped, if that particular successor is a person of bad moral character, involved in violation of the laws, especially the laws for violent and sexual offences, corruption, theft and tax dodging.

Allowances must also be stopped if the successors indulge in the five vices of Kali (the demon) – gambling, gold, questionable women, meat and alcohol.

Allowances can be resumed once they serve punishment for their violations or give up their vices of Kali (the demon).

The clause of meat may be exempt to allow eggs and fish, and till almost 85% of the population in Bharat turns vegetarian.

This provision for allowances excludes costs incurred for any security protection if required.

But the fact of the matter is that the Tathagata should not be given any special security protection.

Since the Tathagata represents the interests of the governed, they should only be given the same security protection as the governed.

In fact all employees of the state including the council of Arya Peers also should be given the same security protection as those they govern.

There should be no special privileges for any level of employee of state, that is not usually given also to the governed.

Things done currently like holding up of traffic, or warding off roads or delaying of flights or special admissions in hospitals and schools and other facilities should be abolished.

Exemptions for Defenders of the State and employees of the True Temples can be made with respect to special exemptions as mentioned in the article on Quotas and discrimination.